



Canadian Aerospace HR Strategy Development Project

The second ATLANTIC REGION ACTION PLANNING WORKSHOP was held on Thursday January 24, 2008 at the Dartmouth NSCC Waterfront Campus. The 43 participants included industry leaders from 15 individual companies, 7 educators and trainers, 5 government sector partners, 8 representatives of industry associations from the Atlantic Region, and 5 members of provincial Air Cadet leagues. They met to refine the HR Action Plans for implementing the Strategic HR Initiatives which have emerged from the Industry first round HR Workshops held in each province / region. Discussions centered on such Strategic HR Initiatives as:

Career Pathfinder (AI 1)

To reach out and provide career guidance to many Canadian young people and career seekers, with good information about this industry, the great opportunities offered for rewarding careers, and the educational pathways to achieve industry positions. Included in this target population are the 27,000 Air Cadets across Canada who have already shown their interest in aviation / aerospace,

Development & Hiring Portal (AI 3)

This on-line Portal will lead to three areas. It will support developing current workforce abilities to succeed in meeting the demands of advancing technologies, greater value for customers, improved global supply chain performance, and higher productivity. It will assist in hiring new employees and select / assign / promote current employees whose knowledge and skills / abilities will match those required in new positions, and whose work values support the company culture. It will also provide on job training that is focused, meaningful and measurable for improved performance.

Mobile Learning Modules for Youth (AI 2)

Transportable and on line “learning support modules”, each consisting of a set of active or virtual training equipment / materials and related supplementary learning support tools to enable successful technical aerospace / aviation learning by Canadian youth, including elements of the Cadet Training Program, to provide expanded opportunities for and access to positive technical learning experiences in all geographic locations – particularly rural and remote areas, through hands-on exposure to aerospace / aviation topics.

Demographic Due Diligence (AI 4)

A software application being developed to predict critical future workforce shortages based on a company's employee demographics, available labour pool, hiring practices and policies, etc., using a quick, easy-to-use software tool. It will be designed to feed appropriate Labour Market Information Systems.

Position Profiles Framework (EI 1)

A competency-based position/job/occupation profile framework and assessment system focused initially on the most critical gaps in the industry, capturing technical (Job-specific), Business and Relational Competencies.

HR Net (EI 2)

An interactive, web-enabled communications channel linking aerospace industry firms, educators and trainers, Provincial Associations, Air Cadet Squadrons and similar youth organizations and provincial organizations, associated levels of DND personnel assigned to Air Cadet responsibilities. It will be used to support all other initiatives.

Action Teams (EI 3)

Further develop and engage Provincial 'Action Teams' stakeholders to develop deployment plans and communications and to facilitate mobilization of initiatives and programs focused on youth and in particular Air Cadet and similar organizations. They will be an effective forum for provincial, regional, and national industry stakeholders to work together actively.

The Atlantic Region Workshop was the first of six second round workshops being held across the country in January and February.



**OPENING REMARKS
BY STU GOURLEY SENIOR EXECUTIVE DIRECTOR
SKILLS & LEARNING BRANCH GOVERNMENT OF
NOVA SCOTIA
TO THE AEROSPACE STRATEGY DEVELOPMENT
WORKSHOP
HALIFAX 24 JANUARY 2008**

I would like to begin by outlining some of the challenges we are currently facing that require significant, deliberate action.

No one in this room will be surprised when I say that Nova Scotia has the fastest aging population in the country and I will actually show you some slides in a few minutes that not only back up this point, but may shock you.

Demographic projections imply that Nova Scotia's population will very likely begin to decline in coming years. In addition, annual retirements will continue to increase over the next decade and the overall size of the labour force will decline.

When it comes to productivity, Nova Scotia is at 83.5 of the national average. Growing

productivity can occur through enhancing labour market conditions related to efficiency and mobility, increasing investment in skills development and physical capital and integrating innovative technologies to our business processes.

In the next five years we are expecting over 40,000 jobs to open up in all sectors....the skilled trades, IT, finance and aerospace being the leaders.

It is becoming more and more difficult for employers to attract and retain talent from these positions.

We also have competition at our door from other provinces and countries, since everyone is experiencing the same challenges. This is causing increased out migration among the young and old obtaining employment out west to work in the oil industry.

The impacts of labour/skill shortage will only be addressed through a combination of immigration, retention, repatriation and upgrading the skills of those who are in the workforce or could be in the workforce.

Imperatives which require attention:

Productivity

Literacy and Learning

Changing Nature of Work

Employer Adaptation

You may download Mr Gourley's full text [click here](#)

WHAT'S NEXT?

The proceedings of our 24 January workshop will be compiled into a report draft to be circulated to the participants for review, and inclusion of additional material resulting from attenders' reflections since the workshop.

The final regional report will then be considered by the national project team and synthesised with the output from the other six regional second round workshops being held in February, and formulated into refined strategic initiatives. This final report will be forwarded for funding so that these initiatives can be fully developed for use nationally and regionally. This development work should begin in the New FY, and involve consultation with regional CAAHRA (Canadian Aerospace Associations HR Alliance) members and their constituents.

HRP President's Message February 2008

As the president of the Human Resources Partnership it's my pleasure to say a few words about our vision for the next twelve months and beyond.

For the past four years we have confronted the problem of a shortage of skilled workers both here in Nova Scotia and across Atlantic Canada. While it's not unique to our region, the problem is particularly acute for us because, notwithstanding a Nova Scotian industry which is competing globally and expanding in both profit and potential, not nearly enough of our young people are being attracted and trained to benefit from this prosperity. Did you know that 18% of Nova Scotians never complete high school? That's almost a fifth of our young people! Moreover, of the 82% who do, less than half go on to take further training to increase their employability. As a result, excellent jobs that could be going to our own young people are either unfilled or being sent elsewhere.



Jim King
President HRP

Confronting this issue will be at the centre of most of our efforts in the next year and, I suspect, in the years that follow. There is much to be done. We need to attract young people to the industry; we need to make it easier for them to afford the training; we need to ensure they have the basic skills from high school to succeed at the training; and we need to connect them to the jobs they work toward before they actually graduate.

The solution is a continuing partnership arrangement among industry, government, and academia. That's what the HRP is and, while we've accomplished much in the last four years, we need to be more effective. I look forward to the continuing commitment of our partners, much of it on a volunteer, unpaid basis, to move forward into an exciting future; and I hope you will all be with us as we do so.

Jim King

WOMEN IN AEROSPACE AND DEFENCE – HRP Project

We last reported on this project in our October Newsletter. Since then much has happened.

On the Nova Scotia front all research and consultation has been completed with L3 Electronics Systems. A research report has been completed and presented to their Director of Operations. The report will be presented to the full L3 management committee in the coming weeks. That discussion will lead to development of work place strategies to address the issues identified. As the report deals with company specific information it will not be made public. It will, however, form the basis of the final report of this project leading to human resource strategies for consideration by all industry members.

Progress has been somewhat slower on the PEI front and scale of work is less. The consultants are awaiting approval to conduct a full day round table session involving industry, education and government to discuss the issues of women employment in aerospace and Defence companies.

The overall output of the project will be a set of strategies or processes for employers to deal with the recruitment and retention of women, some of which will be specific to the aerospace and Defence sector.



Parents are the single greatest influence on their child's education and career decisions.

That's why the Department of Education offers *Parents as Career Coaches*, a **three-session program offered at no cost to parents and guardians** of high school students across Nova Scotia. This program equips parents to better support their children in making informed and successful education and career choices.

Parents as Career Coaches teaches career development as a lifelong process, which involves taking the time to understand what today's youth need to find their place in the constantly changing world of work.

The program covers topics such as post-secondary options, the changing labour market, career-building skills, talking to your teenager, and how to connect interests and skills with career options.

Three Session Program Details

Session 1: It's a New Game - Learn the Rules helps parents understand the labour market their teens will be entering

Session 2: Becoming your Kid's Talent Scout teaches parents how to have productive career conversations with their kids.

Session 3: Getting Your Kids Career Fit shows parents how to help their children identify career options that suit their interests and skills. It introduces parents to useful print and website career resources, and shows them how networking, information interviews and volunteering gives their children the reliable information they need to make informed career decisions.

Dartmouth High School, Dartmouth	Feb 19, 26, March 4
Riverview High School, Coxheath	Feb 20, 27, March 5
Halifax West High School, Halifax	March 18, 25, April 1
Park View Education Centre, Bridgewater	March 19, 26, April 2
East Antigonish Education Centre-Academy, Monastery	March 25, April 1, 8
New Germany Regional High School, New Germany	March 31, April 7, 14
Sackville High School, Sackville	April 17, 24, May 1
Forest Heights Community School, Chester Basin	April 22, 29, May 6

To find out more, and to sign up for courses, go to <http://www.parentsascareercoaches.ca/>
